

Reference Guide

Your Commuter Benefit Plan

Inside:

- How to Enroll
- Frequently Asked Questions
- Helpful Reminders
- Tax Benefits

Welcome to HealthEquity/WageWorks. Here's how to

Keep your savings rolling.

No matter what kind of public transportation you take to work, you'll ride smart. The program makes it easy to save on taxes and enjoy convenient, automatic payment and delivery features.

Welcome to HealthEquity/ WageWorks.

Your Commuter Benefit Program is sponsored by the County of Los Angeles and brought to you by HealthEquity/WageWorks – the nation's leading provider of consumer-directed savings and spending accounts.

HealthEquity/WageWorks sets the standard for convenience and flexibility with easy access to your account, no-hassle payment options, comprehensive online tools, and expert support.

Millions of employees nationwide enjoy the HealthEquity/WageWorks advantage to save money and make smart choices about their health care, dependent care, and commuter expenses.

HealthEquity.com/WageWorks
Member Services - 877.924.3967



Welcome

Welcome to the County of Los Angeles Commuter Benefit Plan (CBP). The CBP is a qualified transportation benefit that is approved by the Internal Revenue Service (IRS). As a CBP member, your eligible monthly commuting costs (up to IRS limits) will be deducted from your paycheck pre-tax to pay for eligible transit and parking expenses. Taking these deductions before taxes saves you money because you are not paying Federal taxes, State taxes, and Hospital Insurance Tax (H.I.T.) on the wages used to pay for your transit expenses. These deductions are reflected on your last paycheck of the month two months prior to the benefit month. There is an administrative fee taken as an after-tax deduction per month, currently \$3.74, to participate in the plan. As plan participation increases, the fee may be reduced.

This guide is designed to help you through the process of enrolling in and maintaining your CBP account, which is administered by HealthEquity/WageWorks. This guide is divided into four sections:

- How to Enroll
- Frequently Asked Questions
- Helpful Reminders, and
- Tax Benefits

Questions? Please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

*Excluding some holidays. Additional exclusions may apply to service availability.



How to Enroll

Logging On to the Website

County of Los Angeles employees may enroll in CBP anytime throughout the year at **HealthEquity.com/WageWorks**.

There's no annual open enrollment period, so you can sign up or make changes whenever you choose – online or by phone. And because you can also cancel before the monthly cut off (10th of the month, at 8:59 pm PST), unlike some other pre-tax programs, you don't need to worry about spending your account balance by the end of the year.

How do you commute?

No matter how you get to work—if it costs money, the program can probably help you to save. Use it for:

- Bus, light rail, regional rail, streetcar, trolley, subway, or ferry
- Parking
- Vanpool

Questions?

Many of your questions may be answered in this guide. If you have additional questions please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

Sign up online

Just visit **HealthEquity.com/WageWorks**.

Questions? Please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*



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Frequently Asked Questions

General Questions

How can I save money with this program? Employees participating in the program are not required to pay federal taxes, state taxes, and Hospital Insurance Tax (H.I.T.) on money that is used to pay for eligible commuting expenses. Assuming various tax rates (federal @ 24%, state @ 9.3%, and HIT @ 1.45%), and a \$280 per month pre-tax payroll deduction for transit or parking, you would reduce your taxable income by \$3,360 and could have a net annual tax savings of \$1,121. Potential savings depend on each individual and can increase at higher tax rates. Please see the Transit and Parking Tax Benefits Calculations on page 11 of this Reference Guide.

Why is there an Administrative Fee?

The fee is paid by the members in the plan on an after-tax basis through payroll deduction for costs to administer the program. The fee is currently set at \$3.74 per month, which is only charged when an employee makes a purchase. The fee is only charged once in a month, even if an employee makes multiple purchases in that month.

What other benefits does the Commuter Benefit Plan give me? In addition to the tax savings, you will also benefit from the convenience of online ordering, automatic payroll deductions and home delivery. No more standing in line to buy tickets! Your monthly passes, tickets or desired fare will be sent directly to your home. You can also set up your order to be recurring, so you don't have to do anything until you want to cancel it or make a change.

What commuting expenses can be paid with pre-tax dollars? Public transit by bus, train, rail or subway,

parking, and leased vanpools are all eligible pre-tax expenses.

What expenses aren't included in this program? Under the law, mileage, tolls, and fuel are not part of this program. Business travel and bicycle commuting expenses are also not included in this program. For a list of all eligible and ineligible expenses, go to **HealthEquity.com/Learn/Commuter**.

How do I place my order? You can place your order online using the ordering platform available through **HealthEquity.com/WageWorks**.

Do I need to submit any receipts? No. You do not need to submit any receipts when ordering your passes.

Can I order the exact pass that I use now? **HealthEquity/WageWorks** has made arrangements with area transit companies. Most likely, your transit provider will be listed on the ordering platform. If your transit provider is not listed, you can make a request through the ordering platform to have them added. Please refer to the Transit Questions section on page 5 for more details.

After I enroll, where do I find information about my current elections? When logged in to your account, click on the Transit or Parking tab. Your order is listed in the dashboard.

How do I cancel or change my current transit or parking election? Log in and choose your order from the dashboard on the Transit or Parking tab.

- To cancel, just select the "Cancel" button.
- To change details such as amount, frequency or mailing address, follow the instructions and place your order.

- To change to a different type of pass, cancel your order and start over with a new one.
- See Deadlines on page 8.

You'll receive an email confirmation as well as monthly reminders reflecting the change. If you prefer to make changes by phone, call 877.924.3967. We are available 24/7.*

Can I receive my transit order automatically each month? Yes. When you create your order online, on the Pass Options page, you must select "Every Month" in the Frequency section.

What payroll deduction code will be used to pay for my transit expenses? The most common deduction codes for the Plan are, ET001 Pre-Tax Transit, ET002 After-Tax Transit, ET101 Pre-Tax Parking, ET102 After-Tax Parking, and CBTAF Admin. Fee.

What happens if I transfer to another County department and I want to keep my payroll deduction? If you transfer, your current CBP elections will remain unchanged. If you need to make changes to your CBP elections (e.g., you no longer need to or desire to commute via public transportation), then make them by the regular monthly deadline. Remember to plan ahead, as all such changes take approximately 50 days to be processed.

What if I won't need the public transit pass, TAP Cards, transit vouchers and/or other transit products available due to an illness, scheduled surgery or I leave County service?

If you no longer require commuter services, you must immediately cancel any future month enrollments online. If you miss the deadline for the month you no longer require services, contact HealthEquity/WageWorks Customer Service to verify if your product type may be credited to your account. If it is available for credit, you must return the product by the deadline specified and a credit will be added to your account

for purchase for a future order. When a product is purchased with pre-tax dollars, credits are not available for refund: the money by law cannot be refunded. However, after-tax dollars can be refunded. Contact Member Services for assistance

You may want to consider the HealthEquity/WageWorks Commuter Card, instead of a monthly pass, to add more flexibility in your public transit orders (see HealthEquity/WageWorks Commuter Card Q&A on page 6).

Transit Questions

Can I elect any amount for transit? Yes. Orders up to the IRS benefit limit of \$280 per month are a pre-tax deduction. Any balances over the IRS limit will be taken as an after-tax deduction.

I take the train and the subway to get to work. Can I sign up for both transit providers? Yes. For this example, you must create two separate orders. Begin by selecting the first transit provider and follow all remaining steps including clicking "Order" to place the order. Then repeat the process by selecting the second provider. Both products will appear as current orders on your commuter dashboard.

What if I do not know what type of Transit Pass I normally purchase? After you select the Transit Authority you use, a table of available Transit Passes will display on the screen. If you are not sure what pass you normally purchase, you can visit the Transit Authority's website, by selecting the Hyperlink at the top of the page. Need more help? Please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

*Excluding some holidays. Additional exclusions may apply to service availability.

What happens after I submit my transit order? Your transit order will be sent in the mail and received prior to the 1st of the benefit month.

How do I change my delivery or email address? Log in to HealthEquity.com/WageWorks, and select "My Profile". From there, you may update your profile including your delivery address and email address.

What happens if my transit pass rate increases? If you have a recurring transit pass order and the transit pass rate increases, your order will be automatically updated to reflect the new rate. If you have provided an email address, the system will generate an email to notify you of the increase.

What if my Transit Authority is not listed? From the transit order screen, you can search for your provider at the bottom of the screen. If you still cannot find your provider, please contact Member Services.

What is the HealthEquity® Visa® Commuter Card? Commuter Card is a bank-issued card you may use to pay for public transit. Keep in mind that the card cannot be used to pay fare directly. The card is used to buy monthly passes, ticket books, and tokens.

How do vanpools work? The vanpool must qualify as a "commuter highway vehicle." It must be a leased vanpool, owned and operated by public transit authorities or by private businesses. It cannot be a group of employees simply carpooling. The van must seat at least six adults (excluding the driver). At least 80 percent of the vehicle must be for transporting employees between their homes and workplace with County employees occupying at least one-half of the vehicle's seats (not including the driver's seat).

HealthEquity® Visa® Commuter Card¹

What is the HealthEquity® Visa® Commuter Card? The Commuter Card is a reloadable transportation fringe benefit card. The Card is **ONLY** accepted at transit agencies or designated transit retail centers where only transit passes, tickets, fare cards, and vanpool passes are sold. The card can only be used for purchasing transit products under your Plan. You will receive one card seven to ten business days from the time you enroll in the plan. This card will be re-filled each benefit month you fund, eliminating the need of a new card each month.

How can I obtain a Commuter Card? You can order the Commuter Card through HealthEquity.com/WageWorks or by calling Member Services at 877.924.3967.

How do I use the Commuter Card? The Commuter Card is best suited for those transit agencies that have vending machines available. It is also accepted at designated retail centers where only transit passes, tickets, fare cards, and vanpool passes are sold. Use your Commuter Card the same way you would use a credit card at your local transit agency; no Personal Identification Number (PIN) number is required. You can only use the Commuter Card for commuter products as defined by the tax code that governs this benefit program.

Should I choose "DEBIT" or "CREDIT" for a Commuter Card transaction if asked? You should choose "CREDIT" for any Commuter Card transaction that requires the information. If a signature is required, then provide a signature as requested. "DEBIT" cannot be used because there is no PIN associated with the card.

How do I activate my Commuter Card? You can activate your Commuter

Card by calling the toll-free number on the sticker attached to the front of the card.

Can I load my personal funds onto the Commuter Card? No, Commuter Cards are only reloaded based on your monthly benefit order through payroll deduction.

How can I obtain card account information about my Commuter Card? You can obtain your card account balance and transaction history by visiting your online commuter benefit account at HealthEquity.com/WageWorks.

When does the card expire? Your Commuter Card expires 36 months from issue date. A new card will be issued at that time.

What happens if my Transit Commuter Card is lost or stolen? Transit Commuter Cards should be treated like cash. If your card is lost or stolen, please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

What happens if I never received my Commuter Card? If you did not receive your card in the mail before the beginning of the benefit month you ordered it for, please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

Can I use HealthEquity/WageWorks Commuter Card for my work-related expenses? The Commuter Card is a stored valued card that works like a credit card at transit agency ticket vending machines and ticket windows. It can only be used for transit expenses incurred to and from work.

Can I use the Commuter Card to pay for bridge and highway tolls? No. The IRS limits the use of these funds to pay for public transportation and vanpools only.

How can I close my Commuter Card account if I no longer need to use the card? To close your card account, please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

Is there a cost to close my Commuter Card account? No.

What if I have Commuter Card questions? To speak with a specialist, please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

Parking

What parking expenses are eligible? Your work-related parking expenses are covered:

- Parking at or near your workplace
- Parking at or near public transportation used to get to work
- Parking at or near a Park-n-Ride facility used to get to work

This program does not cover the parking expenses of your spouse, domestic partner, dependent child or any other person.

What is the federal pre-tax limit for parking? Starting Calendar Year 2022, Federal tax allows an employer to provide up to \$280 per month to an employee for work-related parking. Any amount over \$280 will be applied as an after-tax deduction.

What happens to the balance on my Commuter Card if I no longer work for my current employer? You will no longer have access to the funds on your Commuter Card after your separation date. Pre-tax parking deductions must be used for work-related parking expenses and you can no longer have work-related parking expenses after your separation date. Any after-tax balances on your card will be returned to you by check or direct deposit. Any

pre-tax balances will be removed from the card. Internal Revenue Service rules prohibit employers from returning pre-tax deductions to employees.

What happens to the parking account balance on my Commuter Card at the end of each month? Any unused balance will remain on your card for future use. However, the maximum amount that can be put in your pre-tax parking account on your card is \$280 per month, which is the current Federal pre-tax parking limit for 2022 parking expenses.

Deadlines/Cut-off dates and Forfeitures

What are the deadlines to order, change or cancel my benefit election? The deadline for ordering, changing or canceling your transit benefit is the 10th of the month (at 8:59 pm PST), two months before the benefit period. For example: Changes or cancellations made by May 10 will be effective on the May 30 paycheck for the benefit month of July.

Example: For Commuter Benefit effective on July 1st, you must place your order, change or cancel by May 10, with deductions taken on May 30.

If I order now, can I make changes later? Yes. You may change your order at any time prior to the cutoff date. The cutoff date is the 10th of the month (at 8:59 pm PST), two months before the transit effective month.

What happens to the CBP deductions that are taken from my paycheck? CBP deductions are credited to a record-keeping account and used to purchase the transit benefit you requested.

Is the parking at my train station or bus stop a parking expense or transit expense? Parking at a train station or bus stop that is part of your commute to work is considered a parking expense under the pre-tax commuter benefit program.

How do I submit claims for a Pay Me Back reimbursement? You must first have an election set up to have funds for your Parking Expense withheld on a pre-tax basis. This must be done prior to submitting a claim.

After your Pay Me Back election for Parking has been processed for a particular benefit month, you can click on the Submit Receipt or Claims button



on the Dashboard page on the Member site. You will then have the option to submit a claim online or via paper if you have receipts or if your parking provider does not provide receipts.

How long do I have to submit claims for reimbursement for my parking expenses? You have six months following the end of the benefit month to file claims to get reimbursed from your Pay Me Back account.

Be sure to check the deadline for each benefit month on the Pay Me Back Account Activity page for this account. If you have a balance remaining after the deadline, you will receive a credit in that amount.

Lost/Missing Passes or Vouchers

What happens if I do not receive my transit order? If you have not received your transit order in a timely fashion, please contact the Member Services at 877.924.3967 by the 3rd of the benefit month.

What if I receive the wrong pass in the mail? Contact Member Services at 877.924.3967 as soon as you receive the incorrect pass. You will need to purchase a replacement pass, then send a copy of your receipt and the incorrect pass to HealthEquity/WageWorks to receive credit applied to your account. Please be sure not to use the incorrect pass in any manner because it may not be eligible for credit if used.

What if I receive my pass, then lose it? You will be responsible for purchasing a replacement pass directly from the transit company.

What should I do if my Transit Pass has not arrived by the last day of the month prior to the benefit month?

First, check the accuracy of the delivery address shown either in your confirmation email or on the "Edit Profile" link on the ordering platform. Only one replacement at no cost is allowed per year if the pass is not received due to your own error (such as providing an incorrect mailing address). You will be responsible for purchasing any further replacement passes.

Instructions for receiving reimbursement for the purchase of a replacement pass:

1. Call 877.924.3967 to report the loss no later than the 3rd business day of the month for which the pass is effective. A Special Handling Form will be sent to you.
2. Purchase the replacement pass directly from the Transit Agency.
3. Send the following two pieces of documentation to HealthEquity/WageWorks (documentation MUST be received by HealthEquity/WageWorks by the 10th of the month for which the missing or late pass was intended to be used):
 - a) A receipt of your purchased replacement pass, AND
 - b) A completed "Special Handling Form." Return the form by following the instructions on the form.

Helpful Reminders

Deadlines are Important!

The deadline to order, change or cancel your elections for transit and parking passes and vouchers is important. Remember that the deadline is the 10th of the month (8:59 pm PST), two months prior to the first day of the transit effective month.

Example: For changes to your July Commuter Benefit, you must make your changes by May 10.

Manage Your Benefit Election

Reviewing your benefit election is easy. Just log on to **HealthEquity.com/WageWorks**, go to the Transit or Parking Tabs under "sponsored accounts", and select to review your account. Your benefit election does not occur automatically each month unless you designate it as a "Every Month" order.

If you Have Questions...

Customer Service Specialists are available to answer your questions before, during, and after you enroll. They can also walk you through the online process. Please utilize the Live Chat function within your member portal or call us at 877.924.3967. We are available 24/7.*

The Commuter Benefit Plan Timeline Is:

- **Month 1:** "Enrollment Period" (by the 10th of the enrollment period by 8:59 pm PST) and "Payroll Deduction" (taken from the paycheck issued on the 30th of each month),
- **Month 2:** "Transit Passes Mailed" by the end of month, and just before it is needed at the start of the benefit month.
- **Month 3:** "Transit Passes Effective" on the 1st of the month (approximately 50 days later).



Tax Benefits

Pay for both Transit and Parking Expenses with Tax-Free Dollars

- **\$280 per month for Transit or Parking = \$3,360 per year**
- **\$280 for Transit and Parking at \$560 per month = \$6,720 per year**

For example, if you elect \$280 per month for transit and \$280 per month for parking, you will spend \$560 of pre-tax dollars per month for eligible commuting expenses. That's \$6,720 every year! The table below shows annual estimated tax savings if you only elect to contribute \$280 per month. If you contribute \$280 for parking as well, simply double the net savings amount in the table.

(The savings are an estimate only and the amount of savings will vary depending on the individual.)

Federal Income Tax Brackets	10%	12%	22%	24%	32%	35%	37%
Federal Income Tax Saved	\$336.00	\$403.20	\$739.20	\$806.40	\$1,075.20	\$1,176.00	\$1,243.20
Medicare (1.45%)	\$48.72	\$48.72	\$48.72	\$48.72	\$48.72	\$48.72	\$48.72
State Income Tax (Assume 9.30%)	\$312.48	\$312.48	\$312.48	\$312.48	\$312.48	\$312.48	\$312.48
Gross annual Total Tax Savings	\$697.20	\$764.40	\$1,100.40	\$1,167.60	\$1,391.52	\$1,492.32	\$1,559.52
Less Annual Administrative Fees (\$3.74 per month)	\$44.88	\$44.88	\$44.88	\$44.88	\$44.88	\$44.88	\$44.88
Net Annual Savings	\$652.32	\$719.52	\$1,055.52	\$1,122.72	\$1,391.52	\$1,492.32	\$1,559.52
Percent Saved	19%	21%	31%	33%	41%	44%	46%



Your Employer and HealthEquity/WageWorks

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